

Supply Chest



February 2, 2001

Navy Core Values: Honor, Courage, Commitment

Vol. 53 No. 3

State-of-the-art air terminal opens



Cmdr. Paul VanHoosen, Norfolk Air Mobility Command Air Terminal Officer-in-Charge (left) welcomes those attending the terminal ribbon-cutting and prepares to introduce Virginia Congressman Owen Pickett and Rear Adm. Paul Soderberg as speakers. (More photos on page 8).

The official opening for Naval Station Norfolk's new Air Mobility Command air terminal took place on Jan. 24, with several distinguished military and civilian leaders cutting the ribbon. Wielding the scissors were Virginia's retiring 2nd Congressional District Representative Owen Pickett, Rear Adm. Paul Soderberg, former FISC Norfolk commanding officer and currently the CINCLANTFLT Director of Logistics and Supply Officer, retired Rear Adm. David Ruble (Rear Adm. Soderberg's predecessor at CINCLANTFLT), and Cmdr. Paul VanHoosen, FISC Norfolk's Regional Supply Officer for the air terminal and air terminal Officer-in-Charge.

The Air Force-owned, Navy-operated terminal took two years to build and has the latest in quality of life amenities, including play rooms for children, computer terminals for passenger access to world wide flight information and to the Internet, direct satellite television with the latest news and other programming, and a state-of-the-art Navy Exchange cafeteria offering snacks, meals, and health foods. The terminal also features numerous security and anti-terrorism safeguards. It is one of the most modern Air Mobility Command terminals in the world.

Bldg. W-143 southeast stairwell is closed

All centerites are reminded that as of Friday, Feb. 2, the building W-143 southeast stairwell (the one which leads to the fitness center) is closed indefinitely due to construction.

Everyone is asked to plan accordingly as this will affect those people who walk to building W-143 from the orange parking lot.

CAX workers praised for *USS COLE* work



*FISC CO, Capt. Bill Kowba (far left) and Capt. Cliff Davis (far right and the Regional Supply Officer for the Peninsula) pose with the CAX Custody Asset Division workers who handled the personal effects for the 17 *USS COLE* sailors killed during the Oct. 12 terrorist attack against the ship in Yemen.*

Ten members of the FISC Norfolk, Cheatham Annex-based Custody Asset Division were recently praised for their professionalism in the expeditious handling of the personal effects for the 17 deceased *USS COLE* sailors. During a recent CAX ceremony, FISC CO, Capt. Bill Kowba, recognized the workers and lauded their spirit of cooperation and long hours, and awarded each a Letter of Appreciation and on-the-spot cash awards for tackling the challenge of caring for the 17 sailors' effects in what was a tragic and high profile event spotlighted in the national media. Those praised were Custody Asset Division Director, Wayne H. Grimes, and division members Margaret Brothers; James DeBerry; Joanne Hunley; Barbara Richardson; Mike Ryan; Woodrow Sanders; Ricky Strong; Vernon Taylor; and Simone Williams.

From the Executive Director: "How can I help?" you ask



By Sid Etherington
Executive Director, FISC Norfolk

I would like to use this article to address our Retail Supply A-76 study. There have been several articles on the subject in past issues of the *Supply Chest*, even as recently as last week. We are now entering a very critical stage of the study and I'm asking for everyone's help. As past articles have indicated, this study includes the functional areas of Customer Service, Inventory Accuracy, Inventory Management, Physical Distribution, Technical Screening, material delivery, and industrial support. Fundamentally, all are core supply sup-

port functions. As we all know, these functions are performed throughout almost all the departments of the Fleet and Industrial Supply Center here in Hampton Roads and in our detachments at the Norfolk Naval Shipyard (NNSY), Cheatham Annex and Earle, N.J. This study also includes the positions performing these functions in the Supply/Logistics Programs at the Regional Supply Offices at Norfolk and Oceana. The results of this study will fundamentally redesign the essence of the supply center. Is it important? Absolutely! Not only because of its scope and size, but because of the complexities involved with the integration of these retail supply functions with the other business units in the Center. All of this has to be considered as this team develops the Performance Work Statement. Last week's issue of the *Supply Chest* included a list of the team members. Because they are one of your links back to this important study, everyone needs to know who these employees are.

Now for the help I need from you. The team is entering a phase of the study where they will be refining the business unit. In this phase they will begin touring the physical spaces in which the work is performed and will need to determine and quantify what work and

functions are actually being performed. The team members will need to interview the individuals performing the functions included in this study and the individuals with whom they interface in the course of performing their daily work.

These interviews will not be 100 percent of all employees and may involve group interviews in some functional areas. But in all cases, if you are asked to help in this step I need you to do the following: (1) Please be responsive and cooperative. The success of this study depends on accurate information as it relates to functions performed and quantity of work performed. (2) Please answer all inquiries as completely as you can. Include everything you do, even small omissions can cause problems later in the process. It is better to provide too much information than too little. Not telling everything you do to this team does not help the government's position, quite the contrary, the Performance Work Statement (PWS) needs to be an accurate document containing what work must be done, not HOW it gets done, but WHAT must get done.

Both the government and commercial sources will prepare proposals
_____ (continued next page)

Supply Chest

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This appropriated funds newspaper is an authorized publication for military and civilian personnel of the **Fleet and Industrial Supply Center (FISC)**, Norfolk, and the **Defense Distribution Depot (DDNV)**, Norfolk. It is published by the FISC Public Affairs Office, located in building W-143, Naval Station Norfolk. Contents of the *Supply Chest* are not necessarily the official view of, or endorsement by, the U.S. Navy. The *Supply Chest* is a monthly publication published the second Friday of each month in compliance with the provisions of NAVSO P-35. It is a member of the American Forces Press Service and is available on line at www.nor.fisc.navy.mil. Material may be reprinted if proper credit is given. Submit material to the FISC Public Affairs Office, Code 01, or call (757) 443-1014 DSN 646-1014; FAX (757) 443-1015. All material is subject to editing.

“How can I help?”

(continued from previous page)

based ONLY on what is in the PWS. Therefore, the PWS needs to accurately and completely describe the requirement. If it doesn't, the work will not get done by either the government or contractor, only that work described in the PWS will be performed. You can save the “How well you do it” for a later stage, which is not shared with industry, but is used to develop the government's Most Efficient Organization (MEO).

Again, it is doubtful that 100 percent of the employees performing these functions will be interviewed. However, the document created as a result of these interviews, the PWS, will be available at various stages for anyone to read and provide comment. I encourage you to do just that. If this study does not impact you directly, I would wager it would indirectly, so we must all join together to create an accurate and complete PWS followed by a winning MEO. This study is critical and only our best effort will suffice. So, if asked to help, please do, the team can't do it alone.

DDNV worker gives thanks

To Code X:

“I'd like to take this opportunity to personally thank each and every one of you for your generosity and kindness shown to my family and me at this past Christmas.

“You all have truly been a blessing, and your kindness will not be forgotten.

“Again, thank you for caring.”

Sincerely,
Martha Connolly
and Family

The deadline for inputs for the next Supply Chest will noon Friday, Feb. 9, for the Feb. 16, edition.

Cars receive “fallout” from roof work



No, the spots you see on the hood of this car are not from bad film processing. What you do see is debris which has fallen from the roof of building W-143 during ongoing roof repairs. All vehicles parked on the west and south sides of the building risk getting “rained” upon from bits of stone, tar paper, and other material while repairs are being made. With parking at a premium, there are no nearby substitute lots, and those not wanting their cars dirtied or damaged should consider parking in the orange lot and taking the shuttle bus to building W-143. Roof repairs are scheduled to continue for several more months.

Centerites earn LOCs and LOAs

Ron Hughes received a Letter of Commendation as a Combined Federal Campaign “superstar” for his tireless efforts as a Combined Federal Campaign Coordinator for the Fleet and Industrial Supply Center.

Petty Officer 2nd Class Delicia S. Sharpe, a postal clerk assigned to the Little Creek Branch of the FISC Norfolk Regional Navy Mail Center, recently received a Letter of Commendation for her selection as FISC Sailor-of-the-Quarter for the period July through September 2000.

Mary Blount and David Foote each earned a Letter-of-Appreciation for their efforts in expediting a bearer pick-up for a final JTFEX exercise.

Yvonne Davis earned an LOA for being recognized by the Supervisor of Shipbuilding, Conversion, and Repair for her professionalism when participating in awarding contracts for the aircraft carrier program.

Linda Deaton netted an LOA for being recognized by the *USS HARRY S. TRUMAN* (CVN 75) for her conscientious involvement as FISC's Subsistence Prime Vendor representative and assuring deliveries remained on schedule with the ship's pre-deployment load-out plan.

Lt. Donna Jenkins received an LOA for her on-the-scene support for contingency contract requirements for the ex-*USS LaMOURE COUNTY* (LST 1194) during its offload and decommissioning preparations after having run aground off the coast of Chile.

Stephen J. Murray netted an LOA for his informative presentation about the Regional Navy Mail Center at the 2000 Department of Defense Official Mail Management Workshop.

New FISC XO to report from USS NIMITZ

How time flies – it seems as though FISC XO, Capt. Bob Howard, arrived just recently from the *USS HARRY S. TRUMAN* (CVN 75) yet his relief at FISC has already been identified.

Capt. Howard's relief as Executive Office is Capt. (select) Paul. V. Flondarina, currently the Supply Officer aboard *USS NIMITZ* (CVN 68). The *NIMITZ* is currently being refueled in the Newport News Shipyard.

Capt. (select) Flondarina is scheduled to report to the FISC in June, 2001, and it is anticipated he will be promoted to captain in August of 2001. No date has been announced for the formal turnover of Executive Officer duties from Capt. Howard to Capt. (select) Flondarina.

Capt. Howard reported aboard FISC in March of 1999 from the *TRUMAN*, where he was a plankowner and the aircraft carrier's Supply Officer.

"Is the sky really falling?"



Lloyd Taylor, an electrical engineering technician from FISC Facilities, examines shattered glass from the alcove leading into building W-143's main entrance. For reasons not determined, a piece of the alcove's glass roof panel shattered on Friday, Jan. 26. Fortunately, no one was injured but FISC security workers at the front desk were – needless to say – startled.

Reduce traffic, pollution, and commuting stress

DoD approves mass transit subsidy for all agency workers

An executive order signed by former President Clinton last April requires federal agencies to establish and implement transportation subsidy programs for qualified federal employees. In deference to year 2000 Earth Day celebrations, the executive order aimed to help clean the atmosphere through fewer vehicular exhaust emissions and reduce traffic congestion by expanding federal workers' commuter options.

Originally, Washington, D.C.-area federal workers were able to get a \$65-per-month subsidy to utilize mass transit, while those federal workers outside the D.C. area would receive the same amount in pre-tax dollars for mass transit costs.

On Oct. 13, 2000, the Department of Defense (DoD) released a memorandum supporting Mr. Clinton's initiative

and expanded it by removing the variation of benefits between Washington-based workers and those outside the National Capitol Region (NCR). The DoD memorandum stated that all DoD personnel receive equal mass transit subsidy treatment.

Therefore, and regardless of location, the transportation incentive of up to a \$65 monthly subsidy for using mass transit will be made available equally to all civilian and military personnel, including non-appropriated fund employees. Administration of the program will differ, though, between the aforementioned regions since employees in the NCR will use the program as established by the Director, Washington Headquarters Services.

The DoD memorandum states the subsidy will be received by participants

in the form of vouchers (where available) that may be exchanged for transit passes for personal commuting costs up to the \$65 monthly maximum currently allowed by the Internal Revenue Code (IRC).

DoD guidance defines a transit pass is any token, voucher, fare card, etc., that avails a person to transportation on mass transit facilities or van pools. Either may be publicly or privately owned, acknowledging that the van pool must accommodate six adults, excluding the driver.

FISC Norfolk civilian and military employees should contact the command's officer of primary responsibility for its Fringe Benefit Subsidy Program at 443-1764 for more information, application procedures, and additional compliance requirements.

You can be a health “nut”

Nuts have been unfairly maligned as an unhealthy snack, say nutritionists. But in recent studies, scientists found that women who ate at least five ounces of nuts per week had a 35 percent lower risk of coronary heart disease, and similar findings have been seen in men.

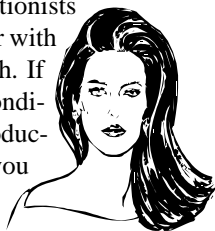
Nuts are a significant source of protein and can be used as a meat alternative. They’re also rich in important minerals such as copper, magnesium, zinc,

iron, and calcium. Almonds, for example, provide 8 percent of the daily value of calcium per ounce. Brazil nuts are rich in selenium, a cell protector that boosts the immune system; and almonds, peanuts, and hazelnuts are excellent sources of vitamin E, an important antioxidant in the fight against heart disease and certain kinds of cancer. Nuts are also a good source of fiber.

Eaten in moderation, nuts can be a healthy addition to your diet. What’s moderate? About an ounce a day, which translates to about eight Brazil nuts, 12 macadamia nuts, 20 mixed nuts, or 25 roasted almonds, all shelled.

Keep hair looking its best through diet

Many nutritionists equate healthy hair with overall good health. If shampoos and conditioners aren’t producing the results you want, check this chart to find a possible fix:



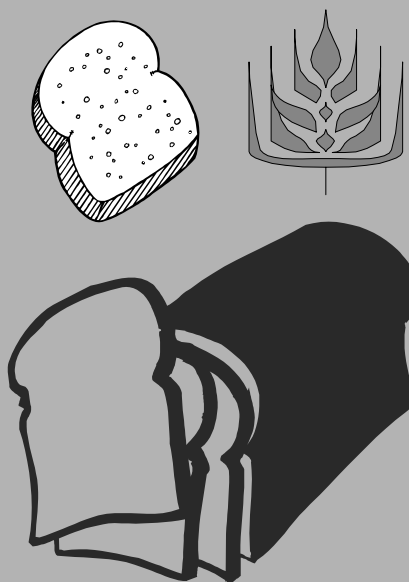
Hair Condition	Nutritional Fix
Dandruff	Vitamin A
Hair loss	Vitamin A
Dull hair	All B vitamins
Split ends	Vitamins A, C
Brittle hair	Protein
Patches of baldness	Zinc

Grain breads contain natural minerals, vitamins

That soft, white slice of bread may “melt in your mouth” but it lacks many of the healthy vitamins of whole grain and wheat bread.

White bread is made of flour that contains only one part of the grain: the endosperm, an inner layer of the wheat kernel. Whole grain breads also include the wheat germ (or wheat seed), which has B vitamins, trace minerals, and some protein; and the outer layer of bran or the kernel’s husk, also rich in B vitamins, trace minerals, and – most important – fiber.

Although white bread is fortified with vitamins and minerals, not all the nutrients lost in refining are replaced. So the next time you make a sandwich – make it with whole grain bread!



SPEED BUMP

Dave Coverly



Improve the work place, possibly earn a cash award

Want to make some extra money while improving where you work? The Beneficial Suggestion Program and Military Cash Award Program (MILCAP) solicit suggestions for improving working conditions, procedures, or equipment – these suggestions go to management for consideration for adoption.

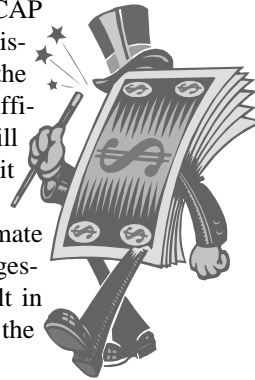
Employees whose suggestions are adopted are given recognition and if appropriate, monetary awards. The two programs were established to encourage the submission of ideas which improve operation of the Navy and the U.S. government.

A Beneficial Suggestion must be in writing and signed by the originator of the suggestion. A special form is required – Department of the Navy Suggestion Form (OPNAV 5305/1). You

can get the form from your supervisor or from the Human Resources Office (HRO).

After completion, the suggestion should be given to the HRO's designated Beneficial Program Administrator. Active duty military personnel should submit their suggestions to the local MILCAP program administrator (often the Executive Officer) who will then forward it to HRO.

A legitimate beneficial suggestion must result in one or more of the following:



1. Simplify or improve operations.
2. Save time required to accomplish a task.
3. Speed up production.
4. Increase output and productivity.
5. Improve the working conditions, procedures, operating methods or equipment, plan, layouts, and organizations.
6. Save material and property.
7. Save manpower or money.
8. Promote health (example: installation of the blood pressure machine located in Bldg. W-143, 6th floor).
9. Increase safety.
10. Improve morale through desirable and feasible personnel services that increase productivity.

All civilian and military personnel, officers and enlisted, active duty with the Navy and members of the Naval Reserve on active duty, can participate.

For more information concerning this program, please contact Ms. Helen Taylor at 4433-1028.

Government stops all hiring...

Freeze length, effects are unknown

To meet his objectives of having an effective – and smaller – federal government that is “citizen-centered, results-oriented, and characterized by quality of service,” President George Bush has imposed a hiring freeze on all federal positions. The freeze went into effect on Jan. 20, following the inauguration, and was instituted “to flatten the federal hierarchy by redistributing positions and resources from high-level managerial positions to front-line, service delivery jobs.”

How the freeze affects lateral personnel moves and scheduled promotions for those already within the federal government is still murky; also unknown is the length of the freeze. The freeze is applicable to all federal hiring actions and offers taking place after Jan. 20. Following are the highlights of the White House memorandum written by the President's chief of staff and given to the Office of Personnel Management (OPM).

(1) No decision relating to hiring shall be made unless and until the decision is reviewed and approved by a department or agency head appointed by the President after noon on Jan. 20, 2001. This power can be delegated, and exceptions made to ensure the operation of essential government functions, such as those affecting safety, health, or national security, and the provision of essential government services, such as the delivery of social security or veterans benefits.

(2) For the longer term, every agency head will be instructed to develop a plan to permit the agency to meet the President's goal of reducing management ranks. This plan will be developed in cooperation with the Director or Acting Director of the Office of Management and Budget (OMB).

(3) The use of contracts with non-governmental entities or others as a way of avoiding the procedures described in number 1 is unacceptable.

(4) All independent agencies are encouraged to adopt these hiring controls.

(5) The Director or acting Director of the Office of Management and Budget (OMB) will issue any necessary specifics regarding the procedures described in number 1.

OPM proposes letting agencies pay employees to “stay where they are”

In what can be described as paradox in an era of “downsizing” the federal work force, the Office of Personnel Management (OPM) has proposed giving federal agencies more flexibility in persuading employees to stay, specifically, to allow agencies to pay a retention allowance to an employee likely to leave for other federal employment. The pay could only be given if the other federal position is under a different pay system (with certain exceptions), or it is essential to retain the employee during a temporary or critical work situation. To ensure agencies only use the retention allowances for temporary staffing problems, the rule would limit payment to an employee working on a critical project for a period of no longer than one year.

Welcome aboard!



THE FISC Norfolk satellite Human Resources Office has two more professionals on its staff. Recently joining the HRO team were (top photo) Vikki A. Marshall-Barnes, an employee relations specialist, and (bottom photo) Leigh Ann Flora, a personnel staffing specialist.



"I don't think of myself as a poor deprived ghetto girl who made good. I think of myself as somebody who from an early age knew I was responsible for myself, and I had to make good."

-Oprah Winfrey-

February is Black History Month

Time Capsule: Bloody Sunday resulted in Voting Rights Act of 1965



Sunday, March 7, 1965, marked a civil rights turning point in America. It was on that day – which would become known as Bloody Sunday – when the black community decided to march from Selma to Montgomery, Ala., in protest of a white state trooper killing a demonstrator in Marion, Ala.

Dr. Martin Luther King was to lead the March from Selma to Montgomery, where marchers would appeal en masse to then-governor George Wallace to stop police brutality against blacks and also give them suffrage, or the right to vote.

Governor Wallace would not allow the march so Dr. King delayed the demonstration until March 8, while he went to Washington, D.C., to appeal directly to then-President Johnson.

Unfortunately, the Selma marchers didn't wait for Dr. King's return and proceeded with the march on that Sunday. A line of state troopers awaited them when they arrived at the Selma city line, and when marchers crossed the bridge leading out of Selma they were attacked, not even given time to disperse as ordered by the troopers.

Troopers used tear gas, batons, and attack dogs to attack marchers and forced them to a black housing project, where attacks continued. Even project residents having nothing to do with the march were brutality beaten. The unwarranted, vicious attacks against the marchers received national attention, with numerous marches organized in protest. Two days later Dr. King himself lead a march to the Selma bridge, during which a protester was killed. However, Dr. King then received permission from President Johnson himself to lead a march from Selma to Montgomery on March 25. Shortly thereafter, President Johnson gave an emotional speech to Congress about civil rights during which he addressed the debacle of Bloody Sunday.

The Voting Rights Act giving black people the same voting opportunities as whites was passed later that year.



Two years before Bloody Sunday, Dr. Martin Luther King lead marchers to Washington, D.C., where he gave his rousing "I have a dream" speech at the Lincoln Memorial.

Ribbon-cutting opens new Norfolk AMC air terminal



Clockwise from photo at top left: Cmdr. Paul VanHoosen, Norfolk Air Terminal Officer-in-Charge; Virginia 2nd Congressional District Representative Owen Pickett; retired Rear Adm. Dave Ruble (former CINCLANTFLT Logistics Director and Fleet Supply Officer); and Rear Adm. Paul Soderberg, current Atlantic Fleet Director of Logistics and Fleet Supply Officer; cut the ribbon officially opening Naval Station Norfolk's air terminal. Rear Adm. Soderberg addresses those attending the ribbon-cutting. Retiring Congressman Owen Pickett talks about the quality of life features the new terminal offers military travelers and their families. The passenger terminal area has comfortable seats with high backs which enable those waiting to depart – or waiting for someone to arrive – to “snooze” comfortably. The light, modern cafeteria features an art-deco style of tables and chairs, and offers a variety of menu items which includes health foods.